

HSEQ Bulletin

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Fitness for Duty – Drugs & Alcohol

A requirement of entry into Port controlled areas is a zero level for alcohol and for substances of abuse. This applies to ALL PERSONS while at work or while on Port controlled land.

These requirements are detailed in the MWPA Board authorised Fitness for Duty Policy 15 and supported by the Fitness for Duty Procedure 2.16. Anyone within Port controlled areas is governed by this policy and procedure regardless of employer, work status or the reason for entry.

Breaches of this policy and procedure will be subject to disciplinary action from your employing company but can also lead to MWPA suspending or removing your individual access privileges into all Port controlled areas.

Check the procedure for details on what to do if you are prescribed medication by your Doctor or if you have been taking over-the-counter medication at the time of sample collection. Early declaration and an appropriate Doctor's letter may allow you to continue work in the period after an initial non-negative and waiting for a confirmatory lab test (please note that no high risk works will be allowable in this period).

In November an authorised collection agent attended site to undertake urine sampling. The MWPA Policy states '*Drug and alcohol testing is to be conducted randomly at the option of management*'. For clarity, this testing can be in any allowable manner (breath, saliva, urine, blood etc.) as long as it meets the requirements of the Australian Standard for sample collection and is conducted by an authorised collection agent.

Whenever the on-staff MWPA authorised testers undertake sample collection we will use the breathalyser unit for alcohol and an oral swab kit to detect for presence of drugs, as detailed within Procedure 2.16. MWPA reserve the option of conducting testing by any means allowable using authorised collection agencies.

While MWPA recognise that it is your right to do as you see fit in your own time, MWPA can not and will not condone the misuse of drugs of abuse and there will continue to be a zero level approach applied within MWPA areas of control.

Ben Mynott
HSEQ Manager